

Schedule A Appointments



Individuals with disabilities

This authority allows agencies to non-competitively appoint a qualified person who has disabilities according to Schedule A (e.g. those with intellectual disabilities, severe physical disabilities, or psychiatric disabilities). The initial appointment is a two year conditional appointment under the Excepted service. After two years of satisfactory service, the employee may qualify for conversion to a permanent employee.



Required Documentation:

- Documentation from a licensed medical profession; or
- Documentation from a licensed vocational rehabilitation specialist; or
- Documentation from any Federal agency, state agency or agency of the District of Columbia or U.S. territory that issues or provides disability benefits.
- Documentation must include the letterhead of the issuing organization, indicate Schedule A eligibility, and is signed by an authority as listed above.